

## 2024 March Quarterly Report – Q1

### Fort Sutter Section Officers for the 2023–2024 Term

#### Section Officers

*Aman Bains*  
**Director**

*Jeff Kessler*  
**President**

*Steven Johnson*  
**President-Elect**

*Jacob Englander*  
**VP Supervisory**

*Stephen Chastain*  
**VP Rank & File**

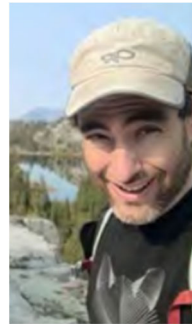
*Julie Cooper*  
**Secretary**

*Kyle Bly*  
**Treasurer**

*Aman Bains*  
**Web-Coordinator**



**FS Director**  
Aman Bains



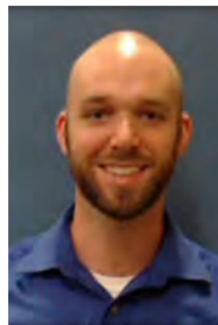
**FS President**  
Jeff Kessler



**FS President-Elect**  
Steven Johnson



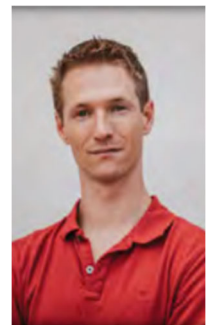
**FS VP Supervisory**  
Jacob Englander



**FS VP Rank & File**  
Stephen Chastain



**FS Secretary**  
Julie Cooper



**FS Treasurer**  
Kyle Bly

Should you have any PECG related questions or suggestions, please contact any of your elected officers pictured above or reach out to us at [fspecg@gmail.com](mailto:fspecg@gmail.com).

#### Who We Represent

The Fort Sutter Section represents PECG members from 16 Boards, Offices, and Departments (BDO) and is comprised of engineers and related professionals responsible for improving air quality and water quality, developing clean energy and technology, and designing and inspecting California's infrastructure and improving State occupied buildings.

Fort Sutter section currently represents 909 members and 469 non-members. Our rank and file, supervisors, and managers are from the following BDO's:

- California Air Resources Board (622 members / +13),
- Department of Toxic Substance Control (102 members / -3),
- California Department of Corrections and Rehabilitation (44 members / +5),
- Healthcare Access and Information (42 members / -2),
- Department of Industrial Relations (40 members),

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- Department of Resources Recycling and Recovery (18 members),
- Department of Consumer Affairs (17 members),
- California Highway Patrol (5 members),
- California Environmental Protection Agency (4 members),
- Housing Finance Agency (3 members),
- Division of the State Architect (2 members),
- Department of Transportation [Caltrans] (1 member),
- Franchise Tax Board (1 member),
- Department of Justice (1 member),
- Department of the Military (1 member)

Fort Sutter membership has increased by just over 2% when compared to the third quarter of 2023. This is encouraging news. Thanks to a strong and committed PECG membership, our salaries have increased, pensions remain protected, fantastic health care benefits are available, and State work is overwhelmingly performed by State staff and not outsourced to private consultants.

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### Membership Recruitment Incentive

Fort Sutter Section had its quarterly recruitment “phone bank” events on February 8<sup>th</sup> and are planning more throughout the new term. This recruitment event at Alaro Craft Brewery in Downtown Sacramento. We met with laptops and contacted non-members throughout the evening.

The current PECG MOU “expires” July 1<sup>st</sup>, 2025. Expanding PECG membership strengthens PECG’s bargaining power. Membership growth is especially important, since PECG is only as strong as our membership is large. Recruitment will continue to be a primary goal for the Fort Sutter Section.

**Do you know someone that’s not currently a PECG member?** PECG’s membership recruitment campaign provides a \$50 reward to PECG rank and file members for each new member they recruit! Supervisory/manager PECG members receive \$200 referral bonus. Please get in touch with Fort Sutter PECG officers if you would like to learn more!

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### First Quarter Highlights

**Fort Sutter Hybrid Office Hours:** Fort Sutter has continued hybrid office hours on the 7<sup>th</sup> Floor of the Cal-EPA Building in Downtown Sacramento and at various other locations throughout the Sacramento/Rancho Cordova area. The most recent Office Hours occurred on February 26<sup>th</sup>.

Fort Sutter created its office hours in 2022 to give members a chance to talk with a PECG officer about member concerns for union-relevant issues. The hybrid office hours meet twice monthly and combines in-person and teleconferencing to reach more members each month. For those attending in-person, pizza was provided. Member concerns are frequently shared with PECG Corporate and the Bargaining

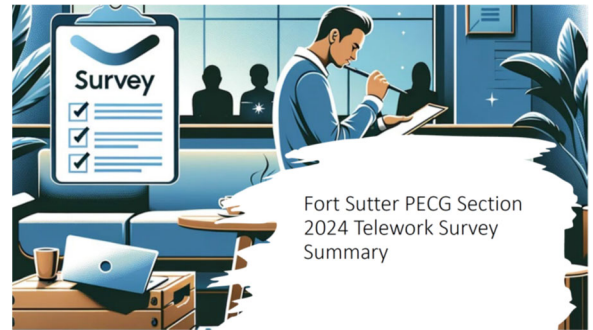
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Committee Team. Please let us know if you have any suggestions for how we can improve our office hours program to make it more effective.

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### **Fort Sutter 2024 Telework Survey – January 6<sup>th</sup>, 2024:**

With telework uncertainty rampant amongst State employees in general and PECG membership in particular, the Fort Sutter Section has updated last year’s Telework Survey. The survey was shared with approximately 1300 BU9 employees. Nearly 50% of respondents were dues-paying PECG-Fort Sutter members.



Overwhelming, the survey revealed that state employees believed themselves to be more productive working from home, rather than in the office. The three biggest challenges to in-office work were the commute, Distractions, and reduced productivity. The largest in-home concern was a lack of social activities and interactions. Nearly 50% of respondents express dissatisfaction with their current in-office accommodations. Approximately 90% of respondents would choose to work in the office 1-day per week or less, and only 5% of respondents would choose to work only in the office.

A full summary of the 2024 Telework Survey result may be found at the end of this report.

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**Tom Byerly Retires from CDCR - January 24, 2024:** The Architecture & Engineering staff at CDCR recently celebrated the retirement of Tom Byerly after 25 years of state service as a licensed Electrical Engineer. Tom was a committed member of PECG during his time at both the California Youth Authority (CYA) and at the Department of Corrections and Rehabilitation (CDCR). As part of his send off, Fort Sutter President-Elect Steven Johnson presented Tom with certificate signed by PECG Corporate President Brad Shelton, a “RED” PECG retirement pin, an inscribed acrylic paperweight recognizing his 25 years of dedicated public service to the citizens of the State of California, and information on how to become a retired member of PECG. While his service will stand as a reminder to his high standards in

electrical engineering. His presence at CDCR will be missed by all.

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### **Membership Appreciation Event on Feb 7<sup>th</sup>, 2024:**

The Fort Sutter Section, along with our friends from the River City Section hosted a coffee & donuts meeting for PECG members and potential members at the Cal EPA Building in Downtown Sacramento. Prior to the start of this event, Fort Sutter broadcast the CalEPA All-Staff Meeting, presenting the CalEPA position on its new two-day per week Return-to-Office (RTO) policy to PECG membership meeting presented by CalEPA Secretary Yana Garcia. Staff were able to submit questions to Secretary Garcia and express their concerns about and opposition to the CalEPA RTO policy.

Following the CalEPA portion of the meeting, event participants proceeded to enjoy coffee & donuts, and camaraderie with their fellow PECG members from both the Fort Sutter and River City Sections. Questions were answered by PECG staff attorney Kris Octabiano. PECG swag was distributed to attendees. The PECG swag included the ever-popular “blue” PECG tumblers, River City glasses, PECG monogrammed pens, lanyards, and pop-sockets.



**PE** PROFESSIONAL ENGINEERS  
**CG** IN CALIFORNIA GOVERNMENT

**PECG MEMBER APPRECIATION EVENT**

**FORT SUTTER & RIVER CITY SECTION**

**Wednesday, February 7,**  
10:30am-12:30pm

**FREE FOOD & SWAG**

**Click to RSVP**

Join PECG at the Cal/EPA Building for free food and swag! Get your questions answered! Bring a non-member and be entered into a drawing for special PECG Swag! Become a PECG member! Gain valuable benefits!

If you are new to state service, this is a great opportunity to learn more about PECG, your MOU, and the importance of PECG membership.

**Who?**  
Fort Sutter & River City Section members and non-members

**When?**  
Wednesday February 7, 2024  
10:30am - 12:30pm

**Where?**  
Cal/EPA Building Training East & West Bottom Floor  
1001 I Street Sacramento, CA 95814.

Fort Sutter and River City Section [www.pecg.org/join-pecg/](http://www.pecg.org/join-pecg/)



A gift basket of PECG swag was raffled off to a member that brought a non-member to the event. The raffle winner of the Michael Litwin from CARB. In addition to the PECG swag, Mr. Litwin received two tickets to our Kings game scheduled for February 22<sup>nd</sup>.



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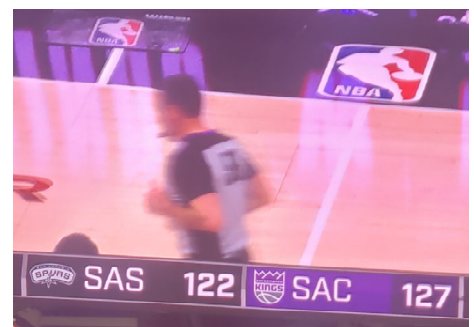
**PECG Legislative Day – Wednesday, February 14<sup>th</sup>, 2024:** After four long years, Fort Sutter Section Director Aman Bains and President Jeff Kessler participated in the PECG’s 2024 Legislative Day. Section leaders met with State Senator Roger Niello and legislative staff of Assembly Member Kevin McCarty and Senator Angelique Ashby. Informing the Senator Niello and Assembly & Senate staff that as working professionals representing BU 9 employees, section leaders help legislators understand the importance of our work and the need to deliver efficient, cost-effective services with public servants loyal to taxpayers – not profit. A flyer describing PECG’s Legislative Priorities for 2024 was shared during the event.

### **Semi-Annual Membership Appreciation Event – Sacramento Kings versus the San Antonio Spurs –**



**February 22<sup>nd</sup>, 2024:** Fort Sutter Section and the River City Sections co-sponsored our Semi-Annual Membership Appreciation Event this evening. PECG Fort Sutter members will be able to purchase up to two (2) tickets at the subsidized rate of \$42 each for the lower corner seats and \$15 each for the upper corner seats. Out of the 295 tickets for the event, 276 tickets were scanned for the event, a fantastic 93.56% attendance rate.

The Kings were leading the Spurs until the last 2 minutes of the game. Those last 2 minutes were a nail biter with the Kings trading off the lead with the Spurs until the final minutes of the game. But it was all good for the Kings in the end . . .

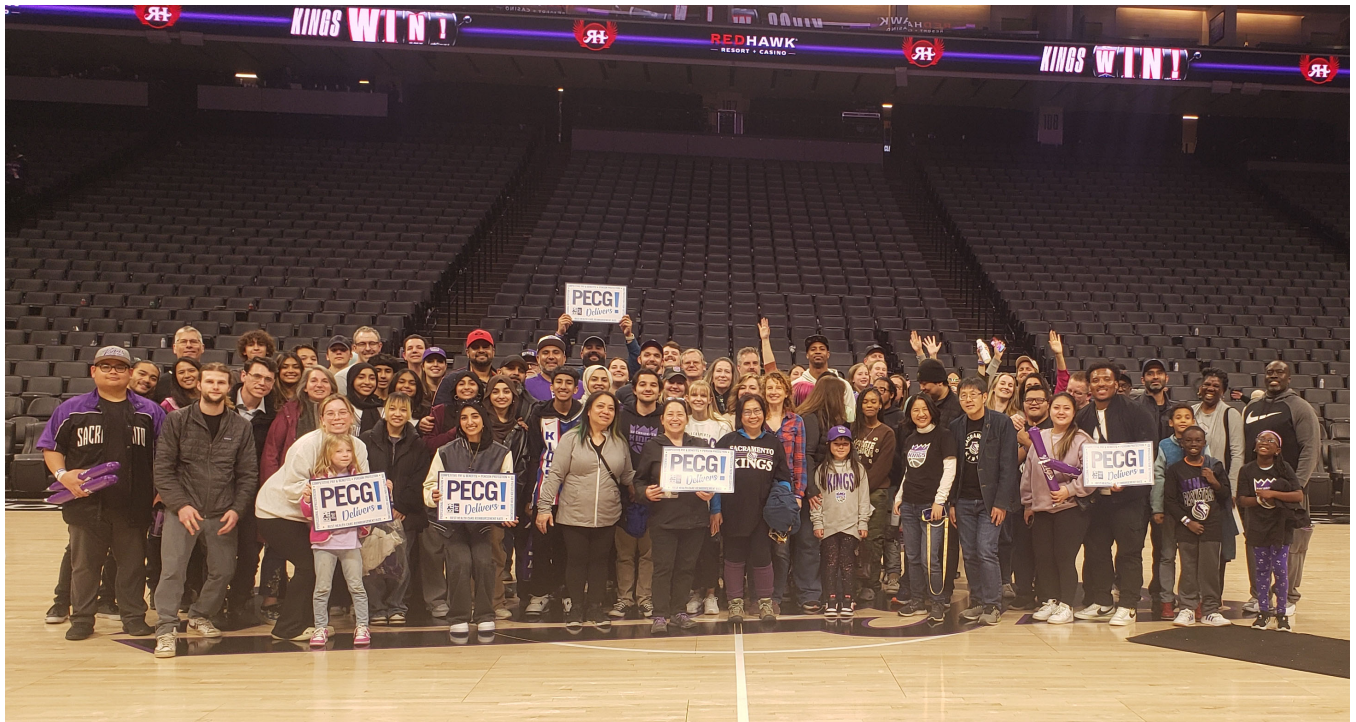


Final score:

**!! Spurs 122 / Kings 127 !!**  
**Victory for the Kings**

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After the game, the Fort Sutter and River City Sections all gathered at center court for a group photo. All-in-all, a memorable night for PECG and the Kings.



**HELL NO, RTO!**  
PICKET AND SPEAK-OUT  
MARCH 1, 2024 12-1 PM  
CAPITOL ANNEX SWING SPACE  
1021 O ST

Hey, it's me, Ollie! CAPS' official mascot! I'm utterly dismayed that Gov. Newsom would impose arbitrary in-office days on state workers!

Bring signs, noisemakers, and your determination to get this stopped, once and for all!

Wear your union colors!

Open to all: members and non-members, friends, family, and supporters!

SEIU LOCAL 1000 DISTRICT LABOR COUNCILS 767/784; PROFESSIONAL ENGINEERS IN CALIFORNIA GOVERNMENT (PECG) FORT SUTTER SECTION; & CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS (CAPS)

**WE WON'T GO BACK!  
WE WILL FIGHT BACK!**

**Say No to RTO Protest Rally – March 1<sup>st</sup>, 2024:** Fort Sutter Section is attempting to raise awareness against Return-to-Office (RTO) mandates proposed some state departments, in particular CalEPA. The Fort Sutter Section of PECG is a co-sponsor of this protest rally, along with SEIU (BU1) and CAPS (BU10). This protest will take place on March 1<sup>st</sup>, 2024, from Noon to 1:00 PM. If you are interested in participating, please feel free to do so during your regular lunch break.

If you would like to take part in the event, this does not constitute a work stoppage or strike. Participating FS PECG members should participate only on their own time, such as during their regular lunch break.

We would also like to share the recent op-ed published by PECG President Brad Shelton, published in the Sacramento Bee. This letter plainly and clearly states PECG's opposition to the state's RTO mandate. PECG has heard the concerns of Fort Sutter section members about RTO and is advocating for your needs. Link to the article: <https://www.sacbee.com/opinion/op-ed/article284843976.html>

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### Other Useful Information



**PECCG 2022-25 MOU:** The PECCG 2022-2025 Memorandum of Understanding (MOU) expires on July 1st, 2025. Until then, members can request printed copies of PECCG MOU at [PECCG.org](http://PECCG.org). For a printed copy, please complete the MOU [request form from the PECCG website](#). The MOU is also available [electronically](#) through the website at [PECCG.org](http://PECCG.org). Some of the items in this MOU are:

- **General Salary Increase:** There have been three General Salary Increases (GSI) in this MOU. The next GSI will be a 2% increase on July 1, 2024.
- **Longevity Pay:** Longevity pay is significantly improved to 2% raise at 17 years, 3% at 18 years, 4% at 19 years, and 5.5% at 20 years.
- **Geographic Pay:** Contra Costa County is added to the current list of counties for which employees are eligible to receive the \$250 per month geographic pay differential.
- **Range C Salary Increases:** The MOU allots \$24 million for a joint PECCG and State Committee to mutually decide on special salary adjustments for 13 Range C classifications within deep classes.
- **Non-Industrial Disability Insurance – Family Care Leave (NDI-FCL) Program:** For the first time, rank and file bargaining unit members are to receive improved benefits in the NDI-FCL program. Rank and file employees who are enrolled in the [Annual Leave Program](#) will be eligible for the leave as described. Employees will receive 50 percent of their gross salary for up to six weeks of leave. NDI-FCL allows eligible employees to care for a seriously ill family member or bond with a newborn child, adopted child or foster care placement.

Please contact [pecg@pecg.org](mailto:pecg@pecg.org) for further details if your Administrative Service Division is not able to provide any information.

- **Mass Transit and Vanpool Commute Subsidy:** This subsidy increased from \$280 to \$300 per month for all Unit 9 employees. The \$300 subsidy may be used for public transit passes sold by state agencies or purchased directly by Unit 9 employees. The subsidy is also available to vanpool drivers and riders. Check the MOU for more details.

Check the [PECCG.org](http://PECCG.org) website for more MOU provisions and benefit available to members.

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### Still More Useful Information

**Fort Sutter Section Website:** On the website, members will find: Overview of services & programs, PECCG history, Fort Sutter officers and their duties, FAQs & reports, information for supervisors and managers, committees, a link to PECCG member discounts, and a link to the PECCG Corporate website. Please visit us at <http://fortsutterpecg.org>.

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**Members Benefits:** PECG provides a variety of discount services to its members. Benefits are available online after logging in on the password-protected members only section of this website:

<http://pecg.org/benefits/consumer-discounts/>. Please call the PECG Sacramento office at (916) 446-0400 to acquire a member password if you do not have one.

**Want to get more involved?** Please contact Fort Sutter President Jeff Kessler at [Jeff.Kessler@arb.ca.gov](mailto:Jeff.Kessler@arb.ca.gov) or any member of the Fort Sutter Board if you are interested in being more involved. If you have any thoughts about what you would like to see from the Fort Sutter section in 2024, contact us via email at [fspecg@gmail.com](mailto:fspecg@gmail.com).

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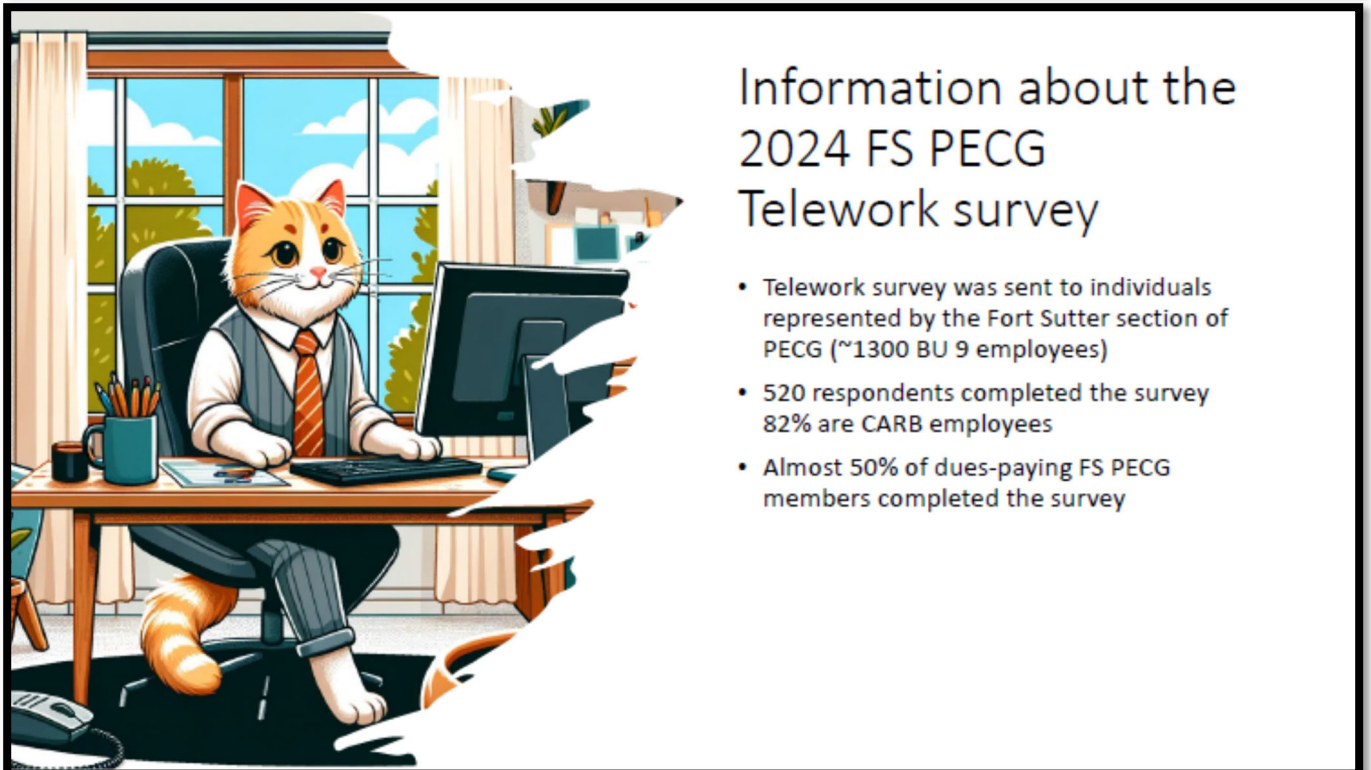
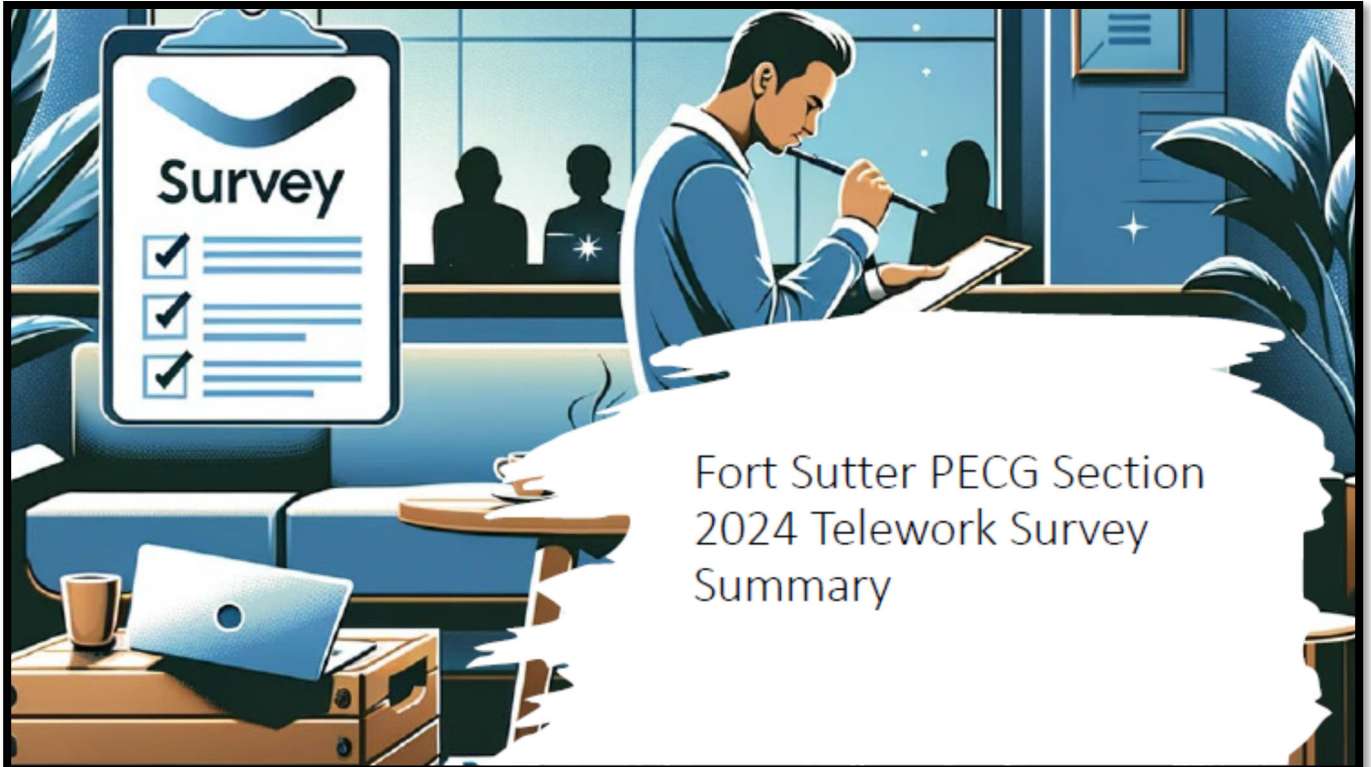
**For More Information, Visit Us**

<http://fortsutterpecg.org>

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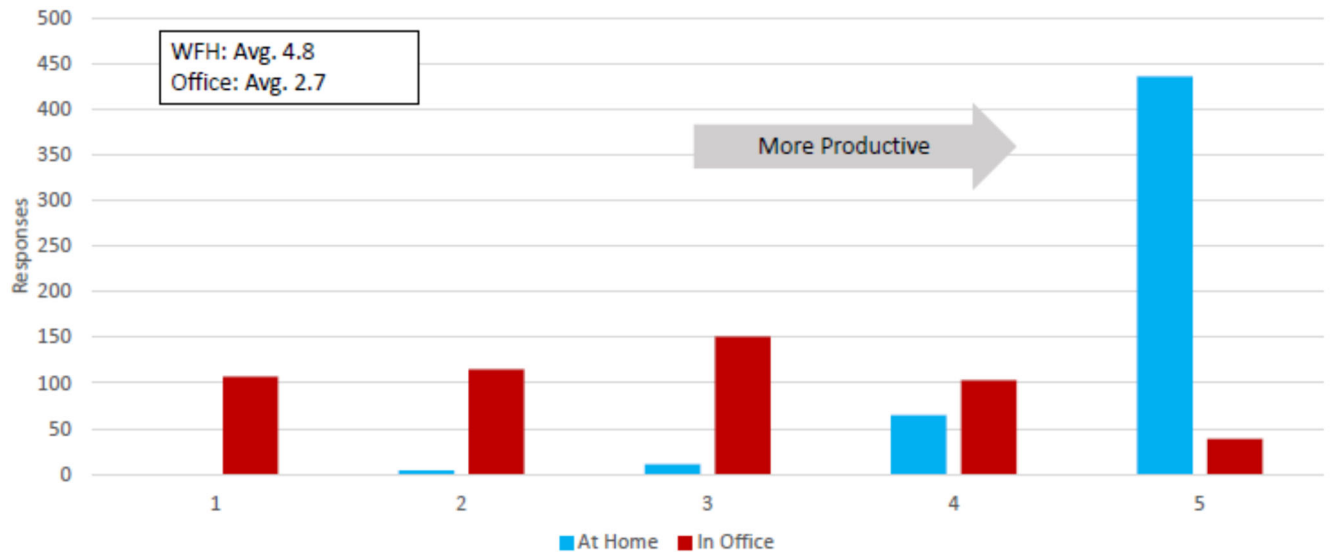


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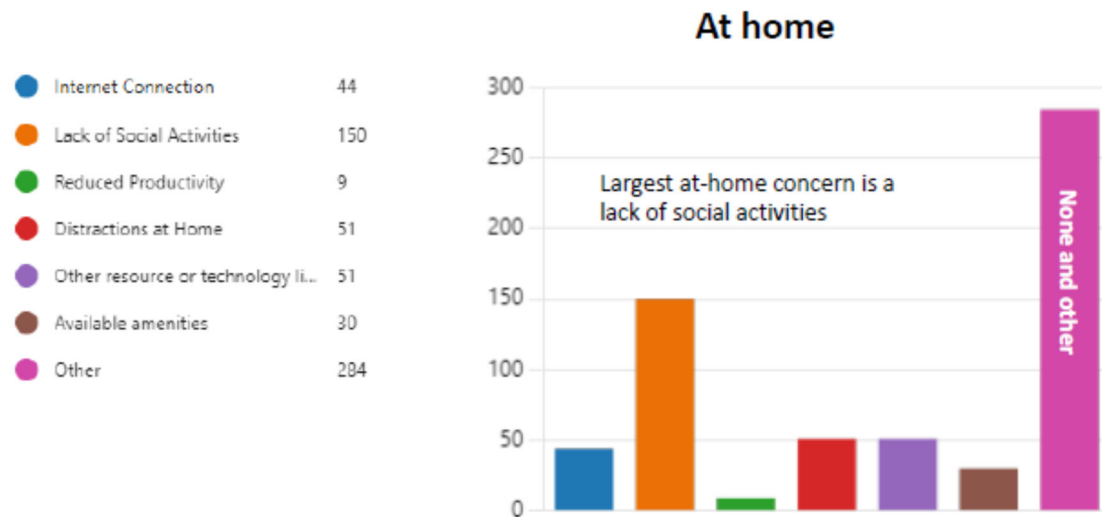


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Respondents are substantially more productive working at home than in-office

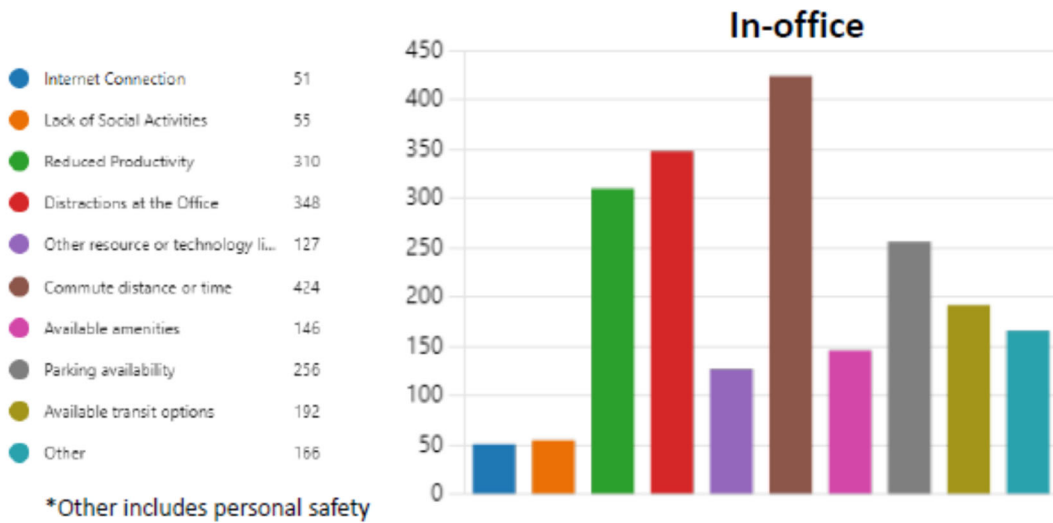


Challenges experienced at home impact fewer respondents than challenges in the office



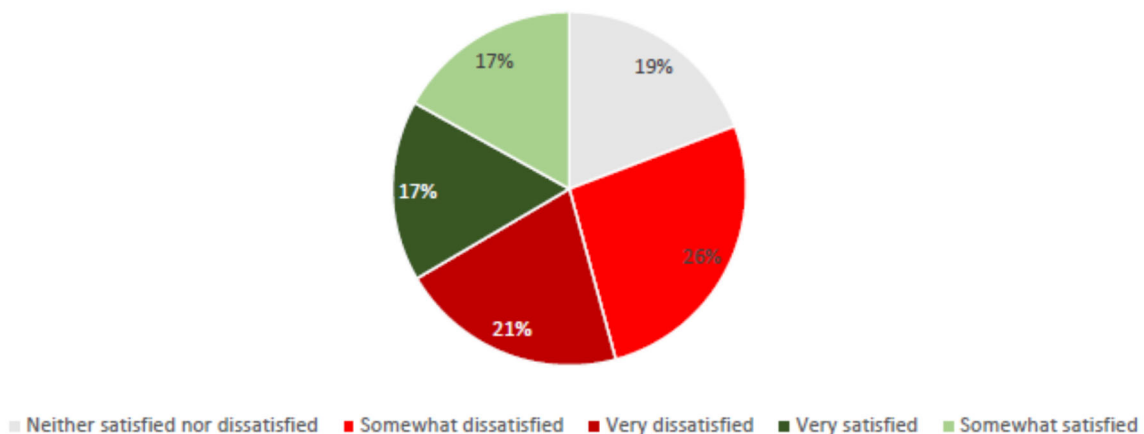
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### Numerous challenges when working from the office



### Almost 50% of respondents are dissatisfied with current in-office accommodations

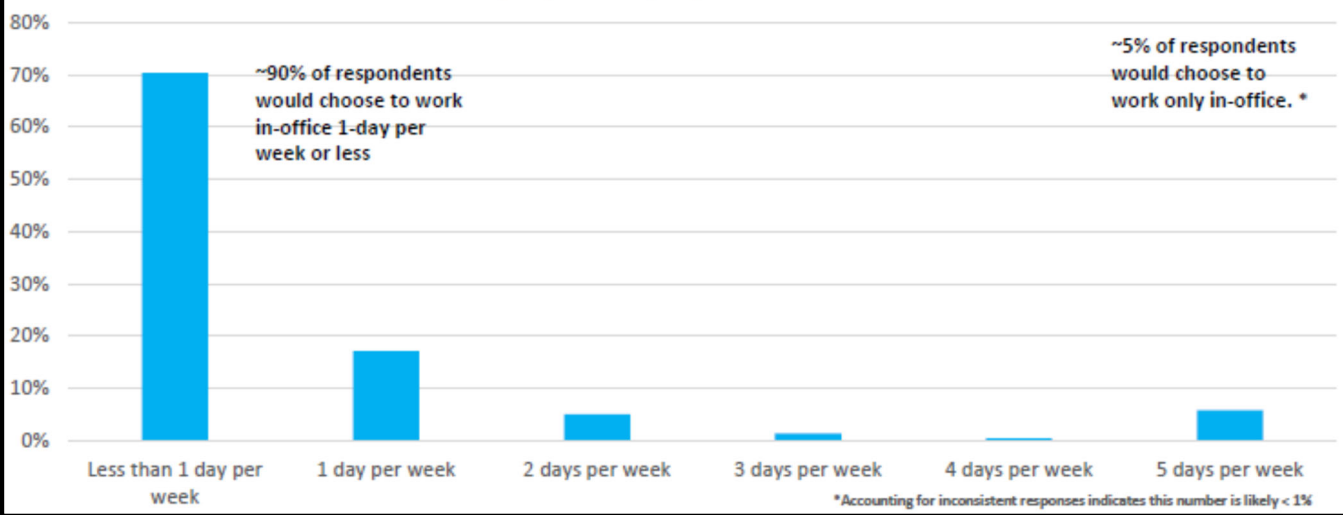
Satisfaction with in-office accommodations



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### 70% of respondents would choose to work in-office less than 1 day per week

How many days would you prefer to work in-office?



### 2024 Telework Survey Conclusions

- Fort Sutter PEGC employees at large would choose to work in-office **less than one day per week**
- Employees are not satisfied with accommodations when they are working in-office
- Work **productivity is substantially higher** when working at-home compared to in-office